

*Tomorrow's Workforce: Strategies for Appalachia's Future*

**ARC Annual Conference October 22-23, 2008, Tupelo, Mississippi**

### **Selected Resource links: Role of the Workforce in Site Selection**

The references were compiled from multiple sources during September and October of 2008 for the convenience and reference of conference participants. Many of them were suggested by presenters and practitioners in the field. To find references on a particular topic, it is suggested that the user conduct searches using the "word find" feature of the software being used to view this document.

The summaries below were taken directly from the web sites publishing the item. Attempts were made to select descriptive passages to include below but their accuracy cannot be guaranteed. The web sites below were free and open to the public at the time the document was reviewed, though some of the web sites may require that users register before gaining access. In some instances, only summaries of the document are available for free online and the full document can be obtained for a fee.

This list is not all inclusive and was not intended to be. There are many valuable resources available both in print and online that are not included here. Likewise, inclusion in this list does not constitute endorsement by the Appalachian Regional Commission. Users are encouraged to review all program guides, articles, and research studies with a critical eye.

#### ***Chattanooga Can Do***

In the Chattanooga area, as with any region, a highly motivated, well-trained workforce is critical to continued economic growth and prosperity and enhanced quality of life. Recognizing both the challenges and opportunities in today's workplace, the Chattanooga Area Chamber of Commerce is committed to improving workforce quality.

**<http://www.chattanoogachamber.com/economicdevelopment/workforcedevelop.asp>**

#### ***Data Center Site Selection***

As companies continue to see the importance of site selection for data centers, review the criteria, and stress the importance of protecting their data and equipment, building close to company headquarters becomes less important. When performing data center site selection there are two primary factors to examine. The first is natural disasters and weather, and the second is workforce and business climate.

**[http://rath-family.com/rc/DC\\_Site\\_Selection.pdf](http://rath-family.com/rc/DC_Site_Selection.pdf)**

#### ***The Hunt for Skilled Labor***

There are many variables to consider in the site selection process labor being one of the most complicated and most important. As management is thinking, the labor force as a social group is also thinking about its objectives. Labor can never be included in a location decision in a way that is easily measured or controlled. Existing businesses in the community have vested interests in preventing skilled labor from becoming so scarce that it drives up labor costs. That is why location efforts that require recruiting several hundred skilled workers might elicit resistance from the local business community. More details inside article read and know.

**<http://jobfunctions.bnet.com/abstract.aspx?scname=Site+Selection&docid=65162>**

### ***Laboring to Find the Right Mix***

Locating qualified workers can be complicated; knowing work-force trends is the key.

<http://www.siteselection.com/issues/2003/web/labor/>

### ***Saginaw Future***

Saginaw Future, Inc. in central Michigan became the first EDO in the state to offer a site selection analysis website, SaginawValleySites.com. Saginaw Future announced the site at a ceremony at Saginaw Valley State University to a crowd of private and public sector leaders. JoAnn Crary, president of Saginaw Future Inc., gave a presentation on how the site will help with new incentive opportunities expected to spur growth in the Saginaw Valley and Michigan.

<http://www.saginawvalleysites.com/>

### ***The Science of Site Selection***

Identifying the key countries for global business growth within the vast emerging market group has become a major ongoing research project for international banks, investment houses and consultancies...."If you include benefits and taxes, labor accounts for approximately 60 percent to 75 percent of the cost, depending on the location. In addition to the financial cost, the availability of a labor force and its work ethic must be considered in the overall labor cost."

<http://www.workforceonline.com/section/09/feature/25/23/93/252396.html>

### ***Site Selection Requires a Delicate Balance***

Shifting markets, industry consolidation, and as every plant manager knows, a workforce able to handle the growing use of automated systems, all make site selection a challenge. Here the company takes a unique slant in attracting food and beverage manufacturers with a "cluster approach," where similar manufacturing industries are located near each other. Article analyses that in a process that could take anywhere from three months to three years to complete depending on the need for speed or the preparedness for the project, organization is everything. Go on with reading the article to know more.

<http://jobfunctions.bnet.com/abstract.aspx?scname=Site+Selection&docid=64990>

### ***Workforce Quality: A Key Priority in Relocation and Expansion***

Device manufacturers engaged in the site selection process can take steps to ensure the availability of a productive workforce.

<http://www.devicelink.com/mddi/archive/00/09/004.html>